

EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION/ANTI-HARASSMENT/NON-DISCRIMINATION/ANTI-RETALIATION

1. **Equal Employment Opportunity**

VUMC Equal Opportunity and Affirmative Action Policy is reflected in the following statement: "In compliance with federal law, including the provisions of Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of Education Amendment of 1972, Family and Medical Leave Act of 1993, Sections 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act (ADEA) of 1967, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, VUMC does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, military service, veteran status or genetic information in its employment. In addition, VUMC does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression. For more information, see VUMC's Equal Opportunity and Affirmative Action Policy.

<https://vanderbilt.policytech.com/dotNet/documents/?docid=30161>

2. **Anti-Harassment, Non-Discrimination and Anti-Retaliation**

VUMC's Anti-Harassment, Non-Discrimination and Anti-Retaliation Policy, <https://vanderbilt.policytech.com/docview/?docid=30163>, explains VUMC's prohibitions against sexual and other unlawful harassment, discrimination, examples of prohibited conduct, how to report it, VUMC's prohibition against retaliation against anyone who makes a complaint or participates in an investigation, and how VUMC investigates and resolves complaints of its anti-harassment policy.

The VUMC Anti-Sexual Harassment – Standard Operating Procedure (SOP), provides additional details and examples of prohibited conduct, means of reporting, and how VUMC responds to reports of sexual harassment. Although violations of VUMC's sexual harassment policy are dealt with on a case-by-case basis, the SOP explains VUMC's four levels of violations and the type of disciplinary action that may be appropriate for each level of violation. For more information, see

<https://hr.vumc.org/system/files/employee-relations/HowWeAddressConcerns.pdf>.

VUMC also has special procedures for addressing complaints of Sexual Harassment under Title IX and Sexual Violence (rape, fondling, incest, statutory rape, dating violence, domestic violence, and stalking). When an allegation of sexual harassment or sex discrimination involves Sexual Violence or is covered by Title IX, VUMC's Title IX Coordinator and/or Employee and Labor Relations office will provide assistance and/or review,

3. Accommodations

Applicants to VUMC's residency or fellowship programs who may need reasonable accommodations at any point in the selection process, as well as incoming or current House Staff who may require reasonable accommodations, should create a case in Workday Help, and/or may also contact Employee & Labor Relations at 615-343-4759 or employeerelations.vumc@vumc.org. Requests for accommodations are evaluated on a case-by-case basis. For more information, current employees may also visit the Employee & Labor Relations website at <https://hr.vumc.org/Employee-Relations>.

4. Discrimination and Other Harassment in the Work Environment

In accordance with VUMC EEO/AA policy, VUMC does not discriminate in its admissions, selection and/or employment of House Staff. Harassment against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, military service, veteran status or genetic information is a form of unlawful discrimination and is prohibited under Title VII of the Civil Rights Act of 1964 and other applicable federal and state laws. Further, discrimination and/or harassment against individuals on the basis of their sexual orientation, gender identity, or gender expression is also unlawful and/or against VUMC policy.

House Staff who wish to report concerns about discrimination and other harassment should create a case in Workday Help, and/or may also contact Employee & Labor Relations at 615-343-4759 or employeerelations.vumc@vumc.org. For more information, current employees may also visit the Employee & Labor Relations website at <https://hr.vumc.org/Employee-Relations>

5. Procedures for Review of Matters involving Sexual Violence

When a matter involves "Sexual Violence" (sexual assault, domestic violence, dating violence, or stalking) as defined by and covered by the applicable VUMC

Effective: 07/01/2023

Page 3 of 3

policies, the Title IX Coordinator will work with GME leadership, and if applicable, the Review Committee, to provide training on the investigation and adjudication of matters involving Sexual Violence and to modify the procedures in this manual to comply with applicable sexual misconduct policy, as applicable.